

interview notes

Too many SERGEANTS

- Need Detectives
- Fill ROAD SPOTS

- Don't Need LIEUTENANTS

- Don't Know their Functions

- Most officers HAVE NOT Done
Community Policing.

[REDACTED]
[REDACTED]
[REDACTED]

LACK OF Experience Shows
in Leadership. KNEE-Jerk.

Don't Need Another Deputy Chief.
Could use more Captains.

- Not A lot of Containers
- Consistency of Supervisors -
 @ BREAKING FOR B&B COMES
- People Map AT GACHOTHARA -

⇒ DISPATCH MATRIX

— Know what TA is ABOUT
Before meeting.

⇒ DRIVING TRAINING

⇒ HANDCUFFING, UOF

⇒ SWAT TRAINING

⇒ PATROL RIFLE TRAINING?

ONLINE REPORTING
- CIRCUIT OR OFFICIAL -

* - CONCERNS -

~ COMMUNICATION

- COG

- WHAT IS GOING ON

~~W~~ - NOVEL SGTs MID SHIFTS

- STAFFING, RECRUITING & RETENTION

5 + 10 YEAR PLAN.

- RELOCATING JOBS, GETTING
MOVING CAUSES ISSUES.

- LACK OF FEEDBACK

- MORE People BACK IN THE SCHOOLS
 - STAFF/STUDENT OSGONG
 - 2ND AT BATHUR

- COU

- [REDACTED] put presentation on Mount Crive

- HAVE Historical perspective
 - PASSING OF INFO

- Multi Housing

Communication HAS TO BE SOLD
Historical way. DON'T CARE TO
Any one.

- Tryng to DO TOO MANY THINGS

- MORE ADMIN TASK AND IT AND
POLICY. EFFICIENCY

- TAKE STUFF AWAY, STOP ADDING.

- Historical Committee?

- COMPOSITS
 - TRADITION
 - PRIDE

- SERGEANT'S TRAINING GUIDE

- Duplication →

- Evidence & BOOKING Efficiency

- ↳ CIVILLIAN INTAKE

- Power Hungry People

- [REDACTED]
- [REDACTED] would not meet w/ [REDACTED]
- [REDACTED]

- Multiple Bosses telling you to
do different things.

?? - SPO - South Side - N AC ??

- SPO Cannot SPIROO ???

- [REDACTED] Example of Auerbach
Communications between Det / Patron.

- PROMOTIONAL PROCESS

- Gen
- History
- TEST?
- Interview?
- Source Capabilities?

- Passed over [REDACTED]
For [REDACTED]

- [REDACTED] Commission 3 months to
think about it.

- Recruitment ISSUE NOT Hiring
ISSUE.

- Strong Harder Relationships,
Relationships.

- SROs -

- Top INTOS Schools
- SHARING INFO

- COPS Program

- Technology to Recruit
- Pop of ADDS 3 to 4K

- LEADERSHIPS
SKILLS ABILITIES CHARACTER CAPABILITY.

- Root Cause Analysis

- COMMUNICATION ISSUES

- CID
- Homicides

★

- Too Top Heavy.

- [REDACTED] OVER SOMETHING OTHER THAN
PATROL.

- [REDACTED] AS SUPERVISOR IS BAD.

- Micro MANAGES
- NO TRUST NO LEADERSHIP
- NOT CONFIDENT IN HIS ABILITIES
- [REDACTED] FRIENDSHIP

- [REDACTED] DOESN'T MAKE
DECISIONS.

- VIOLATES PEOPLE'S RIGHTS.

- KIPPING DOWN OFF HINDERS
BECAUSE IT SAVED HIS SKIN
- DOESN'T KNOW WHAT WE
ARE TRYING TO DO.
- US V. THEM

- [REDACTED] NO EXPERIENCE
- SHOULD NOT HAVE BEEN
PROMOTED

- GRABBY

- [REDACTED] LACK OF JUDGMENT

~~Wani~~: Wani: FTO [REDACTED] [REDACTED]

OBSTACLES:

- Value Degr.
- Security shooting scores.

- * - Communication
 - Internal + External
 - Transparency
 - Broadcast Messaging

- * - Training - Not Adequate
 - In service sent is SHIT.
 - DT
 - Inadequate w/ Best Combat Virtual Academy.

- Balance with Concept v. Technique Training.

- * - SGT Process BAG O' DICKS
 - Army System -
 - Full opaw Narcotics Spot
 - Active Postcard

- * Secret Warrant Process —

- Evidence Space
- Pay - Admin Salary and Guidant
Tests.
- [REDACTED] is Rob and acts like [REDACTED]
Doesn't have time for you.

≠ Assol. Down ≠

- Need space
- Cost Guidance we don't need
- [REDACTED] to wear
[REDACTED] OUTFIT-

- No sponsored DT program
An • Can MGA

★ — 1 year
Per Support

• W-House
• Wives Support Group

— Autism - Post Certified

• Fire - MD Fire Corps
ONLINE.

- Bonus Bonus + Home max 12/1/16

- Post Response Contributions

★ → Log Trans in each CR

★ 25 + OUT trying to
Bring Back 20 out.

★ Caron Buy Back #

- [REDACTED] BOWE ORGANIZING AND NEGATIVE

- ACTIVITY LOGS.

• Bill Bricker STUFF

• ADVANCING

• NEED FOR APPROVAL -

• CASHMATTERS.

- IAS INKWOOD

- IA TIME.

- Policies - Pursuits need fixed.
- Go out and get caps - Changing.
- Bug, a lot of freedom to get caps.

- Same time call CID to get CSI and ask told NO.

[REDACTED] would not let

come in early to conduct guidance at 6am 5 hour room.

Told NO

- Caps been 11 hrs and told NO

- Detectives not sent in.

- On Line Training is
NO WORTH WHAT PAYING
RESPECTORS

✓

- COMMUNICATION -

- MULTIPLE MESSAGES FROM DIFF KINGDOMS.
- 2 MESSAGES IN PATROL
- INFORMATION WITHHELD.
- 2 TAVES IN SHIFT BRIBING.
- 2 CHIEFS OWN PRISON DOESN'T WORK

- Promotional System messed up

- IAs
- Work History
- NO 360° EVAL.
- GET RID OF AT WILL
YES NOW.

- TOO MUCH FAMILIARITY.

- [REDACTED] NOT RESPONSIVE TO EMAILS.

- GOOD JOB ANALYZING INFO
- SOMETIMES DON'T GET AN ANSWER
- TAKES THE FIRST SIDE OF ANY STORY.
- KNOWLEDGEABLE ABOUT PROCESSES
- HARD TO GET AHEAD OF.

OBSTACLES - MONEY & TRAINING

- NO TALK ABOUT SIZE OF POPULATION
V. #COPS

- D6 Stressing over past month
 - Need more Detectives
 - CID - Lack of people wanting in
 - Don't understand what CID does.
 - Don't need another Rank.
- GIVE AUTHORITY BUT NO INCENTIVE.

[REDACTED] - Can't make a Decision
 - Want lot more Decisions
 Than -

[REDACTED] Gets Confused, No longest exp.
 But INTERJECTS.
 - SPEAKS BEFORE [REDACTED] THINKS.

Sometimes Nice Other Times [REDACTED]

is not.

- Bitter & Holds GRUDGE.

Narcotics Process -

[REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]
 [REDACTED]

~ NAMES IN A GOOD SPOT

- INCREASE IN INTOL.

- NO ISSUES WITH [REDACTED]
[REDACTED] IS STRESSOR



= [REDACTED] MAKING LIFE DIFFICULT.
[REDACTED] COLLECTS AND T.
- [REDACTED] - [REDACTED] [REDACTED]
- [REDACTED]

- [REDACTED] Even KHEL

- [REDACTED] & [REDACTED] DON'T DECIDE
AND THEY DOMINATE CONVERSATION
[REDACTED] [REDACTED] [REDACTED] [REDACTED] →

- Interrupting.

~~④~~

- Cfr. See it and it becomes
the norm.

- BUDGET TAKEN FROM BUREAUS

- NO IDEA IF TAKING BUDGET AWAY.

- [REDACTED] - ON MILKS.

- COMMUNICATION IS ISSUE

- TRAINING

- NEW POLICE - TAZAR NOT DOING IT WAY WE ARE SUPPOSED TO
IN SERVICE - SUCKS, DUMB? GROUND FIRING?, HANDGUNS?
SUPERVISORS - NO SUPERVISORS TRAINING. SHADOWING

WHAT [REDACTED] DID WAS FANTASTIC. OPTIONS ON
WEEKENDS.

- SECRET SHIT - SUSPECTS IN HOMICIDES

[REDACTED] + [REDACTED] - ZONE BACK HAD HIM STOPPED
WE LET HIM GO AND HE
RAPED A GIRL

- SHADOWING IS IMPORTANT. IA, LTS.

- COU NOT VIABLE ANYMORE. NO COMMAND
OVER IT TO MAKE IT HAPPEN.

[REDACTED] NEEDS TO TRAIN NEW SUPERVISORS.
[REDACTED] IS OVERLOOKED

- LIKE COMING TO WORK.

- GRILLIANS OVERSTEP TITR BOUNDS -
- SMART CAMP.

- LOVES IA

- GENERAL COMMUNITY INVOLVEMENT & USE
OF SOCIAL MEDIA.

IA -

- Duty in Process

- [REDACTED] NOT DOING THEM.
- Having Multiples to see if increase persistence

- Retention in Evidence.com

- Life of employee + 7 years
- IA pro sections

- Change from IA to Professional Standards under the Chief

- Integrity Checks?

- How do I make a Complaint?
- Internal Process

- Force Science School

- Signing Oath & Code of Conduct at Hiring

- Supervise By Email

- [REDACTED] HAS SOTS Email [REDACTED] THE ISSUES.

- IA Policy -

- Separate Complaint & Investigation

- Complaint/Complaint Form AS ONE

- Notification of Complaints????

- Time Limits For Pursuit

- ~~Extend~~ Investigation Time ~~also~~

 - Make Sure Every Investigated

- Monitor Liability.

- Shootings of Animals

 - Insure Animals

- Need Another Person

• Administrative work.

• Part-Time Investigator

- Could Electronic Map Add more Admin work.

- VOF Investigators

- In-Service on I.A.

- No Togetherness

11 [REDACTED]

- Fix Relationship w/ County
- Council - Need Good Relationship.
- Need Someone to Explain USR
- Negotiate Tax Payors.
- Flatten Council Structure
- East/West Better Accountability.

★ - A lot of Biting Spots in TATTOOS.
→ Explores over TATTOOS.

- Admin Training For Command

- LACK OF UNDERSTANDING ~~OF~~ OF Community Policing
- [REDACTED] TOLD NEW PEOPLE THEY HUG TITUS AND HAND OUT STICKERS 17 RECRUITS
- HANDED COPS NO TIME FOR COMMUNITY POLICING.
- PUSH BACK →
- MISTAKE OF NOT PRIORITIZATION.
- [REDACTED]
 - DOESN'T SEE WHAT COU IS OR EXPRESS VALUE
 - NOT CAPABLE OF ALLOWING PEOPLE TO MAKE DECISIONS ON [REDACTED] OWN.
 - ALL OVER RADIO.
 - SUBVERT OTHERS FOR PERSONAL GAIN.

RMF = INCITE PEOPLE

[REDACTED] WERE SUBVERT IDEAS IF THEY ARE NOT [REDACTED] OWN. MY WAY UNTIL I GET IT.

TRAINING =

- FORCE SERVICE CERTIFIED
- NATIONAL SUMMIT ON COMMUNITY POLICING

- Robbery / Homicide
3+ / 4+

~~①~~ 5-6
Supervisors
as Det. ??

Incentives For Detectives ??
o Work Load

- People Don't want to work
with [REDACTED] / [REDACTED]

micro managing.

P.C. with no P.C.

[REDACTED] + [REDACTED] - Treat Women Differently.
o Second opinions if going
to okay

- Subjective Training Approvals.

~~①~~ 5-6

- Not Enough Praise By
Supervisors.

~~①~~ [REDACTED] I.A. -

- EVALUATIONS DON'T DO ANYTHING
NOD FIXED.

★ — SELF-LEAD DONT WITH SUPERVISOR
THROUGHOUT THE YEAR

- REPAIRS NOT KICKED BACK.

★ — SUPERVISORS KNOW STRATEGIES

- SPRINTS ASSIGNMENTS BROKEN

- NO INCENTIVES

- FET BROKEN.

- [REDACTED] SHOULD BE IN CHARGE OF
FET.

★ — NOT WANTING TO BE ~~THE~~ TEAM LEADER OF
FET. NO TIME TO LEADERSHIP + TRAIN

★ — [REDACTED] + [REDACTED]
→ NOT COMING PEOPLE OUT.

★ — TRAINING IN SHIFT MANAGEMENT
FOR FET.

- [REDACTED] → SUPERVISING POSITIONS
NO COMPLAINTS CST
FET

- RMS - HARD TO SURVEIL
• RMS Rep as Every Sunday

- HAND SENSITIVE FOR PAPER CASES

★ ROTATE TO PAPER DAY PER MONTH.

- Rotate OFFICERS THROUGH INVESTIGATIVE.

Ⓟ

~ Q.D.

~ [REDACTED] PUT [REDACTED] OUT

- Attitudes are better
- People want to be proactive

- Too many Supervisors
 - ~ Sits doing nothing

- Urgent Check Writing

- DFS Follow-ups

- Need to be Scheduled

- COU Apps. Hand Nothing.

- [REDACTED] Does not know

- Don't Talk to CID

- [REDACTED] & [REDACTED]



- Did excellent job.

- Don't come to Shift Meeting.

???

Parking Garage. Assigns spots
 Under spots so cars don't
 get divided up

+ - Like Vasy

- Communication
 - Homicide
- 24 hour P-C
- Runaway → ??

- SWAT STAFFING

- [REDACTED] Took injury.

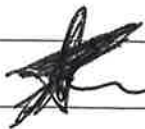
- Lr's

- CID no Relationship
 - Out-let

- NO Follow up on turning
IT over.

- CID dictating how they want things
done.

- Relationship [REDACTED] Kara Wenzel



- Get rid of Lr's -
 - Need more Bond supervision.
- 2 SAs per shift.

- [REDACTED] MOVING SINK
DIRECTION.

- Gaining [REDACTED]

- Discover Barren Command + Pattern.

- ~~Secret~~ - [REDACTED] Assigned people

- They comfortable and LTS work
Day & Night.

- Don't know Answers.

- [REDACTED], [REDACTED], [REDACTED] [REDACTED] nervous.

- [REDACTED] [REDACTED] + [REDACTED] [REDACTED]
ARE LISTED ON WEBSITE.

- Org. Structure Fixed.

- DWI moved

- Who Supervises [REDACTED]

- NO Rank over Civilians

- Disconnect: Communication & Trust
Command V. Patron

- [REDACTED] Dumb

- Gossip & B.S.

- No Shift Meeting

- Ops Chart.

- I.A. Confusing

★ - Patron & CID

• Info Sharing & Comm in Common

Unack CID SCU → only LT.

Homicide → - Patron catches NCSB IT

- CID had talked to H-1

* Not training of Safety Info

WAB PAGE

- Shift Scheduling

- [REDACTED] Training?

- [REDACTED] HASN'T MANAGED PEOPLE
ON PATROL.

- [REDACTED] IS A DICK
• HAS TO BE IN CONTROL
• QUARTY CRITIC
• SPLIT PERSONALITY.

- [REDACTED] - DON'T KNOW
WHAT [REDACTED] DOES.

- CID NOT HAPPY W/ [REDACTED]

- TWO FACED

• DOES [REDACTED] WORK HERE?

- DON'T SHARE INFO

- ONLY SHOW UP WHEN NEED SOMETHING
GOT

- WARRIOR SPARK BECAUSE [REDACTED] DIDN'T GET
PROMOTED

- [REDACTED] INCOMPETENT

- PEOPLE MAD AT [REDACTED]

- [REDACTED] A DICK

• CONDESCENDING

* ————— Peace Support

██████████
██████████
██████████
= Near Policy
Have Sample Policies

- Translating Down How?
 - ██████████ "Pissy" About Things
 - Not A Nice Person
 - Craig Charles ██████████
 -

Scave Security -

- Micro MAPPING -

- ██████████ Counsel Counselor to Go
To prosecutor's office or away
from DCR.
- Case Follow up - Every Two Weeks case
Review.

- MARIUS CHARGES W/O TRILING TO
ANSWER

~ DOESN'T KNOW ROLDS

-

- SCREENINGS OVER MARIUS CRIMES

DOES KNOW THE LAW

- [REDACTED] DOESN'T KNOW
LAW.

- [REDACTED] DOESN'T KNOW WHAT
[REDACTED] IS DOING.

- 24 HOUR DGT. NEEDED.

- PROMOTED NEWS TO SEVERAL MORE

- NEWS TO KEEP PAYMENT SILENT

- NEWS PEOPLE TO SHADOW DGT.

- OD. ASSIGNMENTS TO DIFF. CASES

- EXIT INTERVIEWS

Some of the Custodian

- Front Desk operations are not functional
- CSAs Don't have cars

- Sprinkler Zoning \$50/vehicle

- Keys in vehicles/running

- Diversion about fleet.

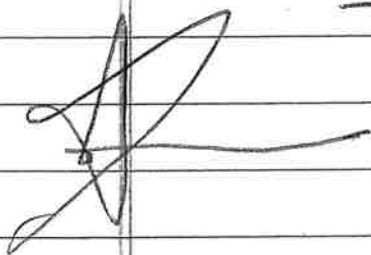
o [redacted] or [redacted] supervisor

"I'm your Boss"

- Another Custodian? - Change equipment

- [redacted] - Cars.

- AC over Building.



UNOC Vehicles need to Go.

- No on Take Home Cars

• Aging Technologies?

• 3x equipment

- SUV's

- ACCOUNTABILITY

- Loan stuff and it doesn't come back
- Broken flashlight.

TRAINING ISSUE - LEO PROGRAM

- CROW OF COMMAND ISSUES -

- [REDACTED] "I'm your Boss"
- [REDACTED] NEWS TO STICK TO NAVY
 - PRISON IS HIS CUSTOMER

- NOT MEETING.

- NOT BEING ANSWERS

★ ————— - CNT NO OVERTIME?

RMS -

- Its a mess/disaster in progress
- Several key features still being worked on (P2C, Socrata, PC statement, OCN/arrests, PA interaction, etc)
- Adjusting to IBR
- Missing features (compared to Old) will cost more money
- Tiburon hope

TRU -

- Dismal failure
- Lack of guidance/leadership
- Reflects level of importance it was given
- Major loss of ground
- Could be one of the keys to restoring rep

Investigations -

- Questionable leadership (respect and knowledge)
- Unwilling to perform
- Models preference over performance
- Too caught up in weeds instead of end result

Usual/Misc -

- Communications (visits, suggestion box etc)
- Give power back to Officers and Sgts
- CALEA still a goal/worth it?
- Miranda
- Pursuit
- Blue Team threshold
- Succession
- Permanent + Rotational in specialty
- Revamp/streamline IA process

My Goals/Plans -

- Have 4.5 years left as full commission
- Interested in computers/civilian
- Interested in investigations (getting FET back to where it was)
- Finishing my degree (2/term = Summer 2020 or can move slower)
- Help however you need

CNT

- Mission Related on SW and other Planned Ops
 - We need intell and prep before any Search Warrant service/Op
 - Holding/Debrief responsibility (area/vehicle)
 - Staged readiness: close to target and with truck/trailer
 - Not necessary on every SWAT Op
- Other Duties
 - Non SWAT/CNT personnel should be part of all Planned Op (booking/security)
 - Flexibility for unanticipated situations, not pre-planned
- Failures
 - Scene Security
 - Communication

[REDACTED]

- RMS

- Broke from Crews

- Domestic Template

 - Historical ?s inappropriate

- Bureau Template

- ★ — Data w/ Officer Not Blanket policy.

- Supervisor Don't Supervise

- ★ ID him WAITING Long Time to Come into Service.

- Officers Taking Excuses

 - [REDACTED] + [REDACTED] → Same Boat ??

- Best Officers mix under Diff. #s on ABL Squad Day.

- Saw Program ofc in TRACING to A Non-ETO
For GIVE TO Reduce PRESSURE.

16 May

~ Overcast

- T.A.

- Communication

★ → SUGGESTION BOX

← CAUSE LN SHIFT MEETING

- Power BACK TO OFC. + SGTs

- CALGA STILL WORTH IT.

- SUGGESTION PROGRAM

- TRAINING

- SHADOWING

★ — SGT TRAINING →

- Perm/ROTATIONAL = MIX

- IA PROCESS

- RMS - Disaster

- 50 to 60K To Get Where We Want
- Possibly Migrate To Tibetan
- Superior is Going Away

★ - P2C Within A Week
SINADA - Commitment is Legal

- TRAINING UNIT

- [REDACTED] NOT A TRAINING
- ★ LEADER AS TRAINING COMMAND
- NEED DIRECTION
- RECRUITING

— INVESTIGATIONS

LACK OF LEADERSHIP

- [REDACTED] - MICROMANAGING HINDERING
- [REDACTED] - WANTS COMMIT

- FOR RESOURCES = MISSION

- [REDACTED] LOST [REDACTED]

- [REDACTED] Remains Page 6 REAGAN

• CANDIDATE IS TO AN EXPERIMENT

- DOESN'T CHECK

- ACTS LIKE THEY ARE DOING
SOMETHING WRONG.

- NO BALANCE.

• DOESN'T KNOW WHAT [REDACTED] IS
DOING.

• IN EQUIPPED.

★

USE OF FORCE POLICY

- TOO MUCH IN POLICY.

- Good teamwork on NIGHTS
- MORNING PARTY, GOOD
- When INFO comes in, working GOOD CASES

- Communication

- DIFFERENT UNITS COMPROMATIZED
- PEOPLE WANT TO LOOK GOOD BY HOLDING INFO.
- Patrol Cops Come to morning and share info to CID -
- Top Down Communication is poor.
- Info sharing. No reason people can't be shared.
- OFFICER SAFETY INFO NOT COMING TO PATROL.

- [REDACTED] Has Credibility

- [REDACTED] HAS BEEN GOOD TO [REDACTED]
- A LOT [REDACTED] DOESN'T KNOW AND IT BECOMES A HINDRANCE.
 - NO BECAUSE I SAID
 - EGO GETS IN THE WAY

- Micro Managing is problematic.
 - Don't allow people to make independent decisions.
 - FEAR causes it
 - [REDACTED] REQUIRES TEST WHEN LEAVING THE BUILDING.
 - Don't need a Babysitter
 - [REDACTED] DOES IT
 - Inhibits growth

- Culture is cut throat and not family government

- [REDACTED] [REDACTED] HATE GALHOTHOR
- Good [REDACTED] IS GOOD
- [REDACTED] + [REDACTED]
- People stop on Gethorham instead of BUILDING UP.

- Supervisors Head Hunt to make selves look better
 - [REDACTED] - SNAKE
 - [REDACTED] - PRICK

- [REDACTED] WAS SCREENED OVER
 - NO ISSUES WITH [REDACTED]
 - Only parent ever
 - Parents Families SHOULD HAVE NO BEARING
- Picked [REDACTED] BECAUSE [REDACTED] WAS GETTING PROMOTION AND [REDACTED] NEXT PICK
- [REDACTED] CHECKED OUT
- 10th CONDO

[REDACTED] IS A PROBLEM

- Does not know what [REDACTED] is doing
 - Running things beyond scope of [REDACTED]
 - Wants car moved on S/D
 - PWC order NO P/C
 - Subpoena w/NO R/S
 - Doesn't know statute
 - Don't want to talk for [REDACTED]

- People don't go to [REDACTED] because they are friends. [REDACTED] IS A SNAKE.
- Knows the law
- Does not manage [REDACTED]

Want = Want to listen & have discussions

- Don't like rigidity
- Ego driven

[REDACTED] my way or Highway

[REDACTED] Want to discuss

Know some reactions

[REDACTED] Basics

People promoted beyond capabilities

[REDACTED] GOOD [REDACTED] POOR [REDACTED]

- NO PATIENCE
- CAN'T LET GO
- ON RADIO
- Delegation POOR

— Need Word —
Garry Campbell.

— Cant Print From MCT.

— Warrant Notices —
- STAIRINGS - LARGER STUFF
- ST w/ warrant + work it out.

— Getting Time Off
is Difficult.

- Consistency
• Blue Teams → 11

- IA open From June

- Mixed Fleet - Possibly By Seniority

- County Marine Aid - Relationship w/ County.
• 4th July Pair up
- Work on LOGISTICS

- IS FIGHTING -

• Supervisors pay close attention
to Officers / But Accountability /
Reports.

- STRAINED MEDIA - Media Training Day
• Willing To Take Blame



- Pursuit Policy - Don't Chase Everything
- LEAVING SCENE ACCIDENT -
Policy - STOPS?
- Command Staff Attendance
- PARTS Don't LAST = Need New ones
- R&D SECOND SHIFT = NO 40 BEAT.
"Doing stuff CAD doesn't show"

- COMMUNICATION $\uparrow \downarrow$
- SEPARATION BETWEEN UNITS
- NO MOTIVATION TO ADVANCE AND DO EXTRA THINGS
 - Hassle
 - No career Development.
- Team is MISSING
- Don't know WHAT AG'S DO.

- Presenting Crime Scenes
- Restoring Family Inst.
- Need A Traffic Sgt.

- Supervisors should have knowledge of
specifications they supervise.

- [REDACTED] orders people to do
things they can't.

- SGTs Process → POP Project Comp.

- [REDACTED] [REDACTED] [REDACTED] [REDACTED]
at top of list.

➡ Build Traffic Unit
Better Equipment.

— USSS Take Too Long

— IA Process

← FTO/Sparsity Benefit →

— SWAT/CNT - File Time?

— Complaints —

★ — Informative from Detective SGTs —

★ — Consistency in Reports Approval

— Access to CAD SWAT/CNT?

— Critical Devolpant —

— Low Level Pay

— Promotional Process

✓ Compassion

- DOMESTIC
- PURSUIT
- BLUE TEAM - DEAN
- ✓ ON-LINE REPORTING



- • RADIO TRAFFIC

- Run people over
- Work note and loss
Backup.

- STAFFING ON Day SHIFT
• SECONDS HAVE TO COME IN

- DIFFERENT PARTS - UNIFORM NEEDS
TO BE TAYLORED.

- [REDACTED] + [REDACTED]

WEL

— Summary —

✓ Supervisor Training

— Search & Seizure Training



- Like Pardon
- Recognition of Pardon
- "What you can I'll you Got Me"
- Compassion issue
- Would like to be a SEALANT.

~~JUNE 1~~ END

Good + More Det - Kids Cases + more ADULT SEX
+ Succession Planning For Her

Hotelling - Reports ARE poor
- Officers NOT KNOWING WHAT THEY CAN AND
CAN'T DO.
- Training on Custody stuff

≠ Field Training may BE Lacking ≠

Communication Looking

[Redacted]

[Redacted] - Rpos CoAGALIZE BINGUING

[Redacted]

3

5



[Redacted]

[Redacted]

[Redacted]

[Redacted]



[Redacted]



[Redacted]



[Redacted]

[Redacted]

[Redacted]

- New RMS-

[Redacted]



[Redacted]

[Redacted]

[Redacted]

- THINGS ADDED
- MICRO MANAGING
- ADDING THINGS TO PATROL

- DOMESTIC VIOLENCE NARRATIVE

LACK AND TYPE OF TRAINING

- PROVIDE CUSTOMER SERVICE

- MANY CLASSROOM

~~Practicals~~ PRACTICALS LESS CLASSROOM
VIDEO FOR NON-PRACTICALS

~~██████████~~ = STRESSOR INDUCED - NO RADIO TRAFFIC

TRAINING SCHEDULE CHANGES

- COU HAS PRACTICE BUT NOT ANSWERS

- COMMUNICATIONS
- SERVICE
- TACTICAL

- SHIFT MAKING TRAININGS -

Planning For
CRITICAL THINKING
PROBLEM SOLVING. 105

- COMMUNICATION

- FINDING OUT THROUGH NEWS.

- MONTHLY NEWS LETTER - IN ADDITION TO MEETINGS.

= LOW RESOURCES - COMMUNICABLE NOBODY

- UNSURE WHAT COV IS DOING.

- DISCONNECT - UP DOWN & DOWN UP

- NO GUESS OF FIELD OPERATIONS

"THE CROWD"

- * OFFICER/INSTRUCTOR DOWN MORE IN TRAINING

- TIME IN SERVICE LOW EXPERIENCE
IN SPECIALTIES.

* * FTO'S MEETING TO SET DIRECTION
AND CHANGES

DONE GOOD

~ Days OFF DIFFICULT

• STAFFING

• Easy process

• Busy →

STAFFING SUFFERED FROM STAFF ALONG
Saw DWIDANOS FROM COU.

HARD TO TAKE Days OFF.

= [REDACTED] Buddied up to [REDACTED] AND
GOT PROMOTED. WAS [REDACTED] AND WAS
NOT WORKING STRONG AND WAS WITH
MEETING w/ [REDACTED]

NEVER DID ANYTHING. HAD TIME.

[REDACTED] - GOES OFF AT MOUTH. NEEDS TO
SLOW DOWN.

- How Do we keep
CMT WORK CASES, NOT PROSECUTABLE

* BOW WARP - HIGH LIABILITY

- Person who was in COO who
Not fix problem

- Good Cops Do Community Policing

- Supporting Cops By Having COO

LIAR - One who
Did not stop. Used force
on stop and took over Blueteam
to Arson Facts.

- [REDACTED] WAS ASSAULTED

~ [REDACTED] - [REDACTED]
[REDACTED] Nice & Family, Can
[REDACTED] and [REDACTED] would NOT make a decision

- [REDACTED] - [REDACTED] ASSAULTED
and [REDACTED] INVESTIGATED. [REDACTED] WAS
"NOT A GOOD VICTIM" - THAW [REDACTED]
WAS PROMOTED.

[REDACTED] HAD [REDACTED] FROM TO
LIEUTENANT. NO PROGRESS WITH
[REDACTED] WAS PROMOTED.

Am Sound Days -

- Supervisors know plenty to
Pair w/o covering the beats
Special Assignment - [REDACTED] / [REDACTED]

- [REDACTED] [REDACTED] / [REDACTED]

- My supervisor should deal
with issues.

- Supervisors not dealing w/ other supervisors

- Nights Transports + Paperwork.

- Some officers have cousins
Summed up paperwork

- [REDACTED] - shouldn't be a supervisor - incompetent

([REDACTED]

- [REDACTED] Backup

- [REDACTED] Micro camera

CID No 1 can -
Separated

- On River front:
- Covered by Camels Back to Road
- Manners, Camels, Lamentably Curses
- Stopped Special Olympics
- Indecorous - [REDACTED]
- Having to do it on own time
- [REDACTED]
- [REDACTED] Naven in Office
- [REDACTED] Jumps to conclusions.
- [REDACTED] involved people into IA conversation about others.
- * [REDACTED] Going days w/o speaking to people. Micromanaging
- * [REDACTED] Micromanaging people.
- * [REDACTED] Just left out & not involved

- Paper around us into support us.
- Moves could be fixed by
personnel moves
 - [REDACTED] = Burying (Name)
 - Make people look bad
 - Training over CIT area
and underground then
- * Talked to [REDACTED]
[REDACTED] told him [REDACTED] - Cap't work out w/ [REDACTED]
Got a bad situation

- INQUIRIES -

- Coming on-line than
BEFORE TOLD they are
not coming.
- [REDACTED] Putting them off
- No work
Doing Section start
- Caps need training CID to
keep mental.

- [REDACTED] & [REDACTED] Enails
→ side ?'s
"They are condescending"
- [REDACTED] → SSO Case about LITIGES
~ Makes it look like others are
screwing up
- Sounds up instead of going to
some lower to handle.
- [REDACTED] Explained
- [REDACTED] About

→ Lack of Communication

- Case management - Cases in Limbo

Inconsistencies Between Sgt - LT. AND Shift
Mgmt.

- [REDACTED] Review with
other SAs okay

- Double KC Unit. Not Here on a
Saturday Night.

- Cases - Kicked Back From Detectors
- MISSING Person
- [REDACTED] Kicked Back

- Busy - BAA Accountability
- Records - JSGNS not Consistent

SWAT

FTO - Lemo use by Terrence

SLV Down the Road



* Communication -

COC - High Level about Managing the
Strong Level OFFICER

- Enlisted From [REDACTED] Under new 6
SGTs + Lts.

- K9 Are Sound Bty?

- Proximity

[REDACTED]	Name & Conviction
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]

1) Donors [redacted] [redacted] File

11 [redacted] 11 10600000

16000000

Damm, C. H. Board H. O. M. C. D. F. - [REDACTED]

оно не было

~~X~~ V.N.O. - Admin. Branch - Best Person Officer

• Just Want To Do It To See

* SW / Ganges / Pores.



Community Relations

- [REDACTED] GARDENED ARMIST
OF BREATH as DEATH / CRASH
- 2 DETECTIVES NOT KNOWING WHAT TO DO.
- Full COOPERATION.
- CAR TRIP TO DAD
- DISCOMFORT - Gypsies, LACKING

✓ Sounded AS 'LL LAST FORMER

- NO TRAVEL SCHEDULE
- ENOUGH CHAIRS FOR YOUNG
LETTERS DONE IN DAY.
- NO MAKING DECISIONS.
- TRUST [REDACTED] w/ ANYTHING

- Division Line & Command

LT AND ABOVE - EGOS

PRINTS DIALOG & TRUST

- [REDACTED] & [REDACTED] will talk candidly

— Lowering OUR STANDARDS

- [REDACTED] IS LAZY
[REDACTED]

- Firing Spots For Warm Bodies

- Weak Success When We Have people
Who Don't Do Job.

★ — LACK OF Communication ~
OFFICERS TO Command

- Training Not A Book

- Training Not A Constant Core

★ — Stop making blanket changes for
few people screwing up.

Promotions Should Not
Supervise

[REDACTED] - more & ethical issues

• F/A TRAINING ISSUE

STOLE 1000 RDS Ammo

• Talked To File Complaint [REDACTED]

STOLE Ammo.

• Sniper Ammo AT House

• Complaint on [REDACTED]

MADE THAWING COMPROMISE AND ASSIGNED
SELF TO INVESTIGATE.

Repeated issues and was rewarded w/ promotion

- Most guttural don't look bad
- [REDACTED] SHOULD NOT HAVE
Rank or supervision over anyone
- Not part of this team
- SMUG

SIGNIFICANT CULTURAL CHANGE

- Latinos afraid to lead
- Surrounded w/ xos people
- Few guys.
- Cops don't operate out of
constant supervision.
- Fine people, Devote people,
[REDACTED] + [REDACTED]

- Supervisor
- Detectives - Flannery Street now
Gore is [REDACTED] → Thru interviews
- See crimes
- Interviewing

- Dave TALK TALK ONLY

• DO MORE

• MAKE THEM BETTER

- Guys are GREAT

✓ GO TO [REDACTED] IF SOMETHING
MISSING

ADMINISTRATIVE STUFF

- BUG TEAMS
- HANDOFFING, DECON
- NEED TO CHASE



← PASS RELEASES ON GOOD CASES

- More 2 person UNITS -
- Better K9 SCHEDULING
- RADIO RECEPTION IN REPORT WRITING

[REDACTED] IS A "DICK" ON SCENES

SW + 3 PHOTOS. → GETTING CRUS ABOUT
SLOW ON TIME OFF W/O LOOKING AT
REPORT.

- [REDACTED] - MICRO MANAGE
- HAND ID BACK AND TOLD TO
PUT IN EVIDENCE.
- NO DISCRETION

[REDACTED] ⇒ • BARKS ORDERS
• CLICKISH
• GOES AFTER PEOPLE [REDACTED] DOESN'T LIKE
• NEEDS TO FOCUS ON ISSUES AND
NOT PEOPLE.

- WE ARE PROMOTING THE WRONG PEOPLE.
- CLIMBERS BEING ASSHOLES.

- [REDACTED] -

[REDACTED] - Micro manager, Asshole,
- TRIED TO SAY ERWE AS FAST AS YOU
WANT WITH NO LIGHTS TO OVERTAKE.
- ALL ABOUT [REDACTED]
- CONTRADICTS [REDACTED]

- [REDACTED] -

- DDI SATURATION
#S ???

★ NEED PAWTS - BUNCH OF
QUESTIONS.
REPORT WRITING
- RADIOS, COMPUTERS,

- NARCOTICS IN Columbia
 - Fill UNOC
 - SHOULD BE MORE NAMES
 - RELATED HOMICIDES.
 - GANGS/NARCOTICS ARE INTERTWINED
- Policies
 - = HANDCUFFING
 - = COUSANT SEARCHES
 - =
- SERGEANTS NEED TO HANDLE IAs
- NO ~~DE~~ IAs BACK FOR MONTHS
- Held IN IA WHEN NOT SUSTAINED
- STREAMLINE COMMUNICATION
 - CID NOT SENDING INFO DOWN
 - ALL LEADS
- [REDACTED] IS BIG ISSUES
 - [REDACTED] IS ASSHOLE
 - POOR COMMUNICATION
 - POOR ATTITUDE
 - CONDESCENDING
- [REDACTED] CALLED AND ASKED IF [REDACTED]
 - TOLD NIGHT OFFICER TO CALL SERGEANT TO GET VIDEO
 - VIDEO LOST IN COMMUNICATION TRAIL
 - COU

* Someone DEDUO DAY TO PICK UP VIDEOS
 [REDACTED] DOESN'T KNOW WHAT [REDACTED] IS DOING.